

Message Text

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ACTION IO-11

INFO OCT-01 ISO-00 L-03 IOE-00 AF-06 ARA-06 EA-07 EUR-12

NEA-10 SP-02 CIAE-00 INR-07 NSAE-00 ABF-01 OMB-01

TRSE-00 SS-15 NSC-05 INRE-00 SSO-00 NSCE-00 /087 W

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O 071530Z APR 76

FM USMISSION GENEVA

TO SECSTATE WASHDC IMMEDIATE 9223

INFO USUN NEW YORK IMMEDIATE 2875

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E.O. 11652: N/A

TAGS: AORG, APER, UN

SUBJECT: G-LEVEL SALARY NEGOTIATIONS

1. SEPTEL DESCRIBES PRESENT IMPASSE IN G-LEVEL SALARY NEGOTIATIONS, PROSPECT THAT DECISION FOR ALL GENEVA AGENCIES WILL BE MADE BY DEFAULT AT A DISTANCE IN NEW YORK, AND THAT, GIVEN IMPASSE OVER BATTELLE SURVEY RESULTS, IT MAY BE TAKEN WITHOUT ANY REALISTIC STATISTICAL FOUNDATION. FURTHER PRESENT PROSPECT IS THAT GOVERNMENTS SUBSEQUENTLY WILL BE ASKED TO ACCEPT UPWARD REVISION IN BUDGETS REFLECTING WHATEVER MAY BE THE FINANCIAL IMPLICATIONS OF DECISION.

2. ONLY WAY WE CAN SEE TO BREAK LOOSE NEGOTIATIONS HERE AND ARRIVE AT REALISTIC LOCAL SETTLEMENT OF SALARY DISPUTE GROUNDED IN ACCEPTABLE STATISTICAL DATA WOULD BE FOR GOVERNMENTS TO SPEAK UP AT THIS POINT AND MAKE CLEAR THAT ANY BUDGETARY IMPLICATIONS OF SETTLEMENT WILL ONLY BE ACCEPTABLE IF BASED ON SOUND DATA.

3. AIM WOULD BE (A) TO DISABUSE AGENCY HEADS OF NOTION IMPASSE MAY BE ALLOWED TO PERSIST AND DECISION BE ALLOWED

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TO GO BY DEFAULT TO NEW YORK; (B) TO EXTRICATE AGENCY

HEADS FROM TRAP THEY HAVE PUT THEMSELVES INTO IN NEGOTIATIONS WITH STAFF BY ENABLING THEM TO SAY TO STAFF NEGOTIATORS THAT, IN EFFECT, UNLESS A REALISTIC DATA BASIS IS CONSTRUCTED, FUNDS MAY NOT BE FORTHCOMING FOR SALARY INCREASES (UNLESS, PERHAPS, SLICED OUT OF PROGRAM FAT, WHICH ALSO MEANS JOBS); AND (C) TO INTRODUCE SPECTRE THAT, IF A FAULTY DATA BASE IS ACCEPTED BY ADMINISTRATIONS THIS TIME, PRESSURE WILL ARISE TO TAKE G-LEVEL SALARY DECISIONS OUT OF HANDS OF AGENCY HEADS.

4. FROM INSIGHT PROVIDED TO US BY WIPO DIRECTOR GENERAL BOGSCH ABOUT PRESENT DISPOSITIONS AMONG AGENCY HEADS IT APPEARS THAT BACKBONES NEED TO BE STIFFENED, AND QUICKLY, OR THE ISSUE WILL FLOAT OUT OF THEIR HANDS AND THE FINANCIAL IMPLICATIONS OF THIS WILL DESCEND IN ONE FORM OR ANOTHER UPON GOVERNING BODIES AT A LATE (AND PROBABLY IRRETRIEVABLE) STAGE. THE AGENCY HEADS PUT THEMSELVES IN A TRAP BY THEIR IMPRUDENT PRIOR AGREEMENTS WITH STAFF REPRESENTATIVES, AND THEY NOW MUST HAVE SOME LEGITIMATE AND COMPELLING REASON TO SAY THAT "THE DEAL IS OFF" AND THAT REVISIONS IN THE G-LEVEL SALARIES MUST BE MADE ON A REASONABLE AND VALID STATISTICAL BASIS TO BE ACCEPTABLE TO GOVERNMENTS WHEN BUDGETS COME UP FOR APPROVAL.

5. WORKING GROUP CHARGED WITH EXAMINING BATTELLE SURVEY RESULTS IS COMPOUND OF ADMINISTRATION AND STAFF REPRESENTATIVES OF UN OFFICE, ILO, WHO AND WIPO. ACC MEETING HERE DURING LAST THREE DAYS OF THIS WEEK IS OCCASION ON WHICH AGENCY HEADS ARE TOGETHER AND, FORMALLY OR INFORMALLY, TALKING TOGETHER ABOUT THIS PROBLEM WITH SYG WALDHEIM PRESENT.

6. RECOMMEND THAT I BE AUTHORIZED TO TAKE ADVANTAGE OF THESE CIRCUMSTANCES TO CALL ON WINSPEARE (AND, AS FEASIBLE AGENCY HEADS OF ILO, WHO AND WIPO) TO MAKE CLEAR US ATTITUDE (PARAS 2-3 ABOVE) IN PRIVATE BUT FORCEFUL WAY, ENCOURAGING THEM TO TAKE POINT, AND TO GET POINT ACROSS TO STAFF REPRESENTATIVES, THAT GENEVA LIMITED OFFICIAL USE

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SALARY REVISIONS MUST BE DERIVED FROM SOUND LOCAL DATA BASE OR THEY WILL NOT TRANSFER EASILY OR AT ALL INTO BUDGETARY INCREASES. WE WOULD USE SUCH OCCASIONS AS WE FIND TO ACQUAINT MISSIONS OF OTHER MAJOR CONTRIBUTORS INFORMALLY OF FACT AND SUBSTANCE OF OUR DEMARCHES BUT, GIVEN TIME CONSTRAINTS, WE DO NOT THINK IT WISE TO ATTEMPT TO ORCHESTRATE MOVES BY OTHERS.

7. FOR DEMARCHES TO HAVE GREATEST EFFECT REQUEST
AUTHORIZATION TO PROCEED BY THURSDAY APRIL 8. DALE

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Message Attributes

Automatic Decaptioning: X
Capture Date: 01 JAN 1994
Channel Indicators: n/a
Current Classification: UNCLASSIFIED
Concepts: n/a
Control Number: n/a
Copy: SINGLE
Draft Date: 07 APR 1976
Decaption Date: 01 JAN 1960
Decaption Note:
Disposition Action: RELEASED
Disposition Approved on Date:
Disposition Authority: CunninFX
Disposition Case Number: n/a
Disposition Comment: 25 YEAR REVIEW
Disposition Date: 28 MAY 2004
Disposition Event:
Disposition History: n/a
Disposition Reason:
Disposition Remarks:
Document Number: 1976GENEVA02675
Document Source: CORE
Document Unique ID: 00
Drafter: n/a
Enclosure: n/a
Executive Order: N/A
Errors: N/A
Film Number: D760131-0338
From: GENEVA
Handling Restrictions: n/a
Image Path:
ISecure: 1
Legacy Key: link1976/newtext/t19760489/aaaacxow.tel
Line Count: 117
Locator: TEXT ON-LINE, ON MICROFILM
Office: ACTION IO
Original Classification: LIMITED OFFICIAL USE
Original Handling Restrictions: n/a
Original Previous Classification: n/a
Original Previous Handling Restrictions: n/a
Page Count: 3
Previous Channel Indicators: n/a
Previous Classification: LIMITED OFFICIAL USE
Previous Handling Restrictions: n/a
Reference: n/a
Review Action: RELEASED, APPROVED
Review Authority: CunninFX
Review Comment: n/a
Review Content Flags:
Review Date: 10 MAY 2004
Review Event:
Review Exemptions: n/a
Review History: RELEASED <10 MAY 2004 by woolflhd>; APPROVED <16 SEP 2004 by CunninFX>
Review Markings:

Margaret P. Grafeld
Declassified/Released
US Department of State
EO Systematic Review
04 MAY 2006

Review Media Identifier:
Review Referrals: n/a
Review Release Date: n/a
Review Release Event: n/a
Review Transfer Date:
Review Withdrawn Fields: n/a
Secure: OPEN
Status: NATIVE
Subject: G-LEVEL SALARY NEGOTIATIONS
TAGS: AORG, APER, UN
To: STATE
Type: TE
Markings: Margaret P. Grafeld Declassified/Released US Department of State EO Systematic Review 04 MAY 2006